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Joint Appointment Program Overview

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Joint Appointment with Academic Institutions

The purpose of Joint Appointments is to attract and retain premier staff and to enhance the academic culture at both institutions

- Modeled after other DOE programs ANL, ORNL,...
- Based on the New Mexico Consortium (NMC) Joint Appointment (JA) Pilot Program
- Opportunities for LANL staff to teach as faculty
- Ability to participate in research for which LANL is otherwise ineligible for (e.g. Foundations, NSF)
- Increased collaborative research with students and faculty
- Advance mutual strategic interests
- Nine agreements in-place (May 2021) including NMC



Joint Appointment Basics

1. Master Institutional Agreement (IA)

Master Agreement
LANL / Univ

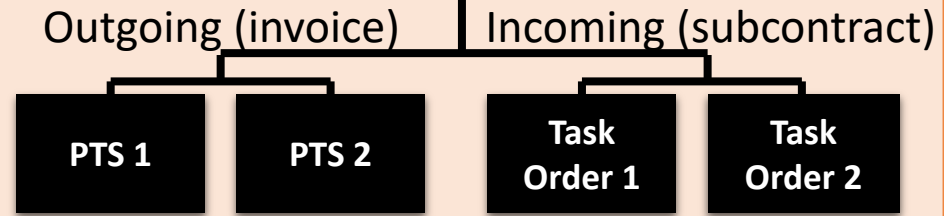
2. Individual Joint Appointment Agreements (IJA) for specific employee

Individual Joint Appointment Agreement (IJA)
Staff / Faculty

3. Joint Management Team (JMT) establishes a management and oversight

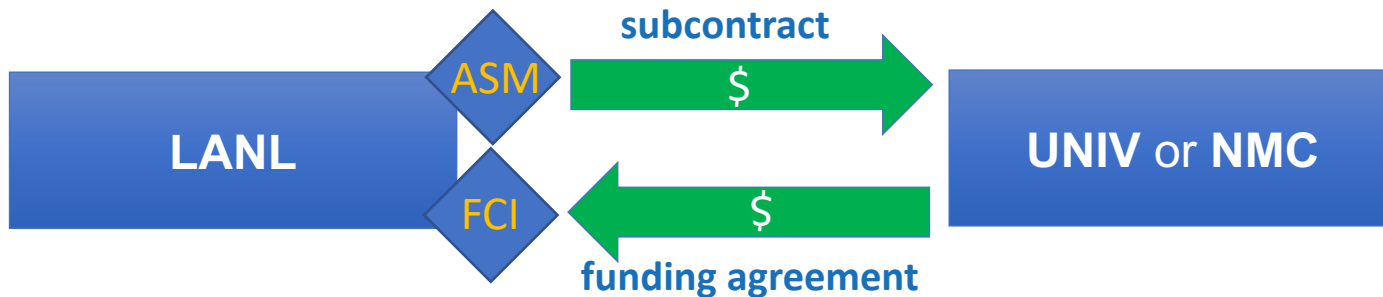
Joint Management Team (JMT)
RLM / Dept Chair

4. Project Task Statements *define scope, deliverables, funding (or not) for activities*



The Joint Appointment Process: Transfer of Funding

- Joint Appointee is “seconded” to the host, may act as Co-PI on a proposal, and both institutions recover costs. JA can be purely teaching funded by home institution.
- The Joint Appointee’s loaded labor reimbursed to home institution by subcontract or funding agreement
 - **Outgoing:** The university reimburses LANL for salary, fringe and JA overhead cost through FCI using NFE-like mechanism
 - **Incoming:** LANL provides funding to university through a subcontract. The university may apply its overhead to the subcontract



Individual Joint Appointment Details

- Joint Appointees are always an **employee of only one institution**, but they may indicate that they are affiliated with both institutions.
- Initial period of **5 years**, reviewed and renewable. Outgoing **JAs are neither tenured nor on a tenure-track**
- JAs follow the training, security, ES&H, and policies of the host party in **whose facility work is** being done
- **Indirect rate** (~20%) is generally reciprocated
- **Joint Management Team** oversight assures appropriate activity and projects
- Selection **requires LANL ALD and academic Dean/Dept head approval**



Strategic Joint Appointments

NMC:

Harvard,
ASU



Korber

TAMU



Ross

NMSU



Maio



Abdelkefi

UNM



Hehlen



Wilkerson

NMT



Grow



Reeves



Morel



Misra



Badawy



Brown



Maloy



Mace

Challenges & Risks

90-day Advanced Payment requirement for university funds

- 60-days in advance plus last 30-days paid up-front
- NNSA can grant a waiver if Advanced Payment violates a state or local law
- Some universities have suggested pursuing a waiver

LANL timescales for relationship building are less competitive for productive university partnerships

- Many institutional interfaces (ASM, NIRT, OGC, FCI, ASM, Univ-OSP, CO's...)
- Teamwork is improving with NSEC, FCI, OGC, PCO (Institutional Agreements)
- Institutional agreements accelerating, 6-month goal
- Institutional steps being taken to improve Univ R&D contracts, impacting incoming JAs

Scalability to larger, sustainable program requires

- New mechanisms to streamline internal processes



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The purpose of Joint Appointments is to attract and retain premier staff, and to enhance the academic culture at both institutions

- Opportunities for LANL staff to teach courses, and to mentor/supervise undergrad and graduate students as a member of the Faculty (or equivalent)
- Ability to participate in research grants for which LANL is otherwise ineligible for, as a university faculty (Foundations, NSF, etc.)
- Increasing opportunities for collaborative research with universities
- Providing access to specialized facilities and instrumentation
- Provide better access to qualified students and faculty
- Advance LANL's and universities' strategic interests

LANL's Joint Appointment Program grew out of the New Mexico Consortium relationship



Offsite Indirect Rate Recovers Costs

- Preferred indirect rate ~20% for JA program is for *offsite* work
- Incidental use of Lab resources (e.g. occasional office and laptop use) is approved if there is no marginal cost to LANL per policy
- Onsite use can be implemented through facility-use fees in proposal
 - Example: Crystal Growth Lab costs of \$1,000/shift included in a proposal
 - Example: Onsite User Facilities generally have ZERO fees